

High Sick Leave Consumption 40 Hr Employees Louisville Fire Department

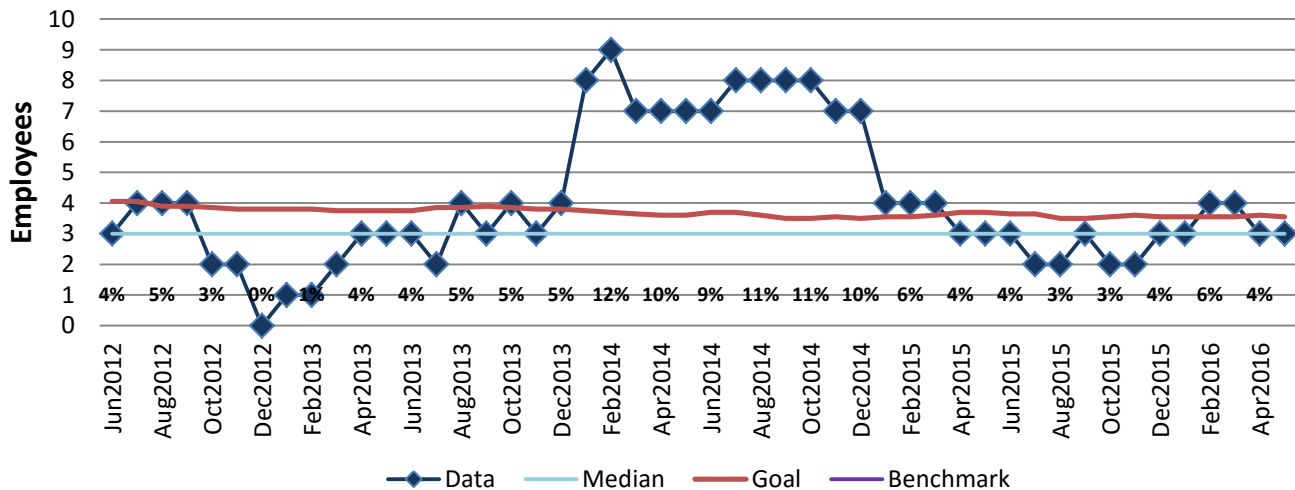
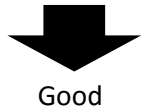


KPI Owner: Lt. Col. Adkisson

Process: Sick Leave Management

Baseline, Goal, & Benchmark		Source Summary	Continuous Improvement Summary		
Baseline: CY14; 8 avg. employees per month Goal: No more than 5% of 40 hour employees with high sick leave consumption Benchmark: 6.74% LMG Top Quartile 04/09/16		Data Source: Payable Time Peoplesoft Goal Source: Scope Summary Benchmark Source: Enterprise KPI Report	Plan-Do-Check-Act Step 5: Pilot short term and/or long term solutions Measurement Method: # of employees who used 9 or more out of 12 sick ¹ days in a 12 month period; rate calculated by dividing by total employees Why Measure: Promote a culture in which sick time is used appropriately Next Improvement Step: LFD has implemented a new sick leave policy. LFD will validate that the new policy is effective.		
How Are We Doing?					
Jun2015-May2016 12 Month Goal	Jun2015-May2016 12 Month Actual		May2016 Goal	May2016 Actual	
4	3		4	3	
Employees	Employees		Employees	Employees	

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Jun2015-May2016 Pareto Analysis

